



Michael J. Froehlich

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Mr. Froehlich represents and advises employers in all aspects of employment law, including employment policies and practices, non-discrimination, hiring and termination, wages and hours, and compliance with the various employment-related laws, such as the Americans with Disabilities Act (ADA), COBRA, the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), and the Worker Adjustment and Retraining Notification Act (WARN). Mr. Froehlich reviews and drafts employee handbooks and policy manuals, employment applications, employment agreements, non-competition agreements, and separation and severance agreements.

Regularly advising management on preventive measures to avoid litigation, Mr. Froehlich provides training programs to managers, supervisors and employees on various employment-related topics, such as interviewing, hiring and termination, discrimination and harassment, performance evaluations, and employee discipline. He also frequently presents programs on employment issues to professional groups and others.

In addition, Mr. Froehlich practices in the areas of general business and contract law, real estate broker licensing, alcoholic beverage/liquor licenses, ADA public accommodation, and fair housing matters.

PRACTICE AREAS

Employment and Labor Law

Alcoholic Beverage/Liquor Licensing

Business and Financial Services

EDUCATION

The George Washington University Law School, Washington, District of Columbia, 1985, J.D., *Honors*: With High Honors; *Honors*: Order of the Coif; Law Review: George Washington University Law Review, 1983 - 1985

State University of New York at Albany, 1977, B.A., *Honors*: Magna Cum Laude

BAR & COURT ADMISSIONS

District of Columbia
Maryland

Michael J. Froehlich (Continued)

Mr. Froehlich drafted legislation repealing Maryland's law requiring homebuilder sales representatives to be licensed under Maryland's real estate broker licensing law and substituting a more builder-friendly registration system.

Mr. Froehlich has assisted numerous restaurants, beer and wine stores, hotels, and special-use facilities in obtaining alcoholic beverage licenses in Montgomery County, Prince George's County, and the District of Columbia.

NEWS

PAYDAY AT SHULMAN ROGERS

PUBLICATIONS

Payroll Network Answerman

EVENTS

True Tales of Employment Law

March 3, 2010